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UFL NEWS

A Newsletter of the University Federation of Librarians, Berkeley Campus, AFT Local 1795
Representing librarians at the University of California, Berkeley

April 1988 **Editor: Lillian Castillo-Speed** **Volume 2 No. 1**

EDITORIAL: WHERE WE STAND NOW

You haven't heard from us over the long winter. The Holiday Shutdown came and went. Grievances on flexible use of time continue. Memos wait for responses. Has anything been resolved? Where do we stand now?

As long as the status of librarians on campus is in question our stand is very clear. Librarians are academic employees required to perform academic level work and to conduct themselves in a professional manner. And yet, librarians and the librarian profession itself are given second-class status on this campus. Whether the issue is parking, flexible use of time or the off-campus banishment of the Library School, the issue is status. When hard decisions have to be made, librarians are the first academic employees expected to make sacrifices. We are not expected to complain.

The role of our union is very clear. The union contract spells out our rights to flexible use of time and fair layoff practices. The union makes sure the University lives by the contract. The union also monitors the treatment of librarians in all work-related matters. The upcoming contract reopeners gives us a chance to introduce changes into the contract to improve the working conditions of librarians in the bargaining unit. We also have a role in non-contract matters that pertain to the status of librarians in relation to other academic employees. The cancellation two years ago of central campus parking permits to librarians was clearly a denigration of status. We made it a union issue and working in collaboration with LAUC were able to restore parking permits to librarians. The broken promise to the Library School is another attempt to make librarians and the library profession accept the short end of the stick.

Where do we stand now? We stand ON CAMPUS. We stand FOR librarians. And we invite you to join the union and stand WITH US!

LIBRARY SCHOOL "PARKED" OFF-CAMPUS

Vice-Chancellor Roderic Park has informed Carol D'Onofrio, Chair of the Academic Senate Policy Committee, that the Administration (that is, current residents of California Hall) intends to occupy South Hall when its seismic renovation is complete. As you may recall, in December of 1986 the Graduate School of Library and Information Studies moved its offices and student facilities and training labs off-campus with the assurance that it would be able to move back after the building had been brought up to earthquake safety standards. Now the Administration has broken its promise and has made another one: that the Library School can come back to South Hall in another two years. Dean Berring, students and faculty of the Library School don't believe the University will honor their second promise and are opposing this action and calling for support from all segments of the campus community. The involuntary removal of an academic department from campus would be an extraordinary move. Consideration of such a move is a clear indication of the low opinion the Administration has of the librarian profession. Even more outrageous is the Administration's disregard for the serious threat it has brought upon the Library School's accreditation. One of the factors taken into consideration in accreditation is the availability and quality of on-campus facilities. With only three major library schools remaining on the West Coast the implications for the continued training of

librarians and for library science research are clear.

We are calling on all librarians and all those who hope to have any promises honored by the University to write letters in support of the Library School's efforts to regain its rightful location. Please send letters to Carol D'Onofrio, Chair, Academic Senate Policy Committee, 519 Warren Hall. Send copies to Chancellor Ira Michael Heyman (200 California Hall), Vice-Chancellor Roderic B. Park (200 California Hall), Dean of the Graduate Division Joseph Cerny (110 California Hall), and Provost of Professional Schools & Colleges C. Judson King (420 Latimer). Don't forget to send a copy to Dean Berring at the Graduate School of Library and Information Studies, 2150 Kittredge St.

There will be a meeting of the Academic Senate Policy Committee on April 8 at which this matter will be discussed. If an unfavorable decision is reached at that meeting the students and faculty are determined to continue the fight, so please send your letters even after that date. Spread the word to your colleagues and at your professional meetings.

NEW UC COUNCIL-AFT OFFICERS

At a meeting held in San Francisco on March 12, 1988 the following officers were elected:

Marde Gregory	(UCLA)	President
Eric Schroeder	(UCD)	Northern V.P.
Barbara Gable	(UCR)	Southern V.P.
Phil Hoehn	(UCB)	Secretary
Miki Goral	(UCLA)	Treasurer

New UC Council-AFT officers will begin their terms this July.

HOW'S THIS FOR REOPENERS?

It's that time again! Librarian contract reopeners begin in May. That is when the University Federation of Librarians, UC-AFT, sends its bargaining team to meet the University team in negotiating changes to the union contract. Miki Goral, our chief negotiator, has sent notice to Jim Phillips, the Director of the University Office of Labor Relations that the union intends to reopen the following articles for amendment in 1988:

Article XII	Salary
Article XXV	Grievance Procedure
Article XXVI	Arbitration

The University will reopen article VII, the layoff article. (See article entitled "University Will Reopen Layoff Article".)

Lily Castillo-Speed will represent our local on the bargaining team. Observers of this in-

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UFL News is produced by the Executive Committee of the University Federation of Librarians, Berkeley Campus, AFT Local 1795, a part of University Council-AFT, representing Faculty, Librarians and Academic Researchers of the University of California.

Members of the Executive Committee are:

President
Susana Hinojosa Moffitt Library
Vice-President
Roy Ortopan Catalog Department
Secretary-Treasurer
Phoebe Janes Moffitt Library

Members-at-Large
Ken Logan S/SEA Library
Bill Whitson Moffitt Library
Lillian Castillo-Speed Chicano Studies Library

Central Labor Council Representatives
Charles Shain Environmental Design Library
Laurel Burley

teresting process are welcome but advance notice is required. Call Susana H. if you're intrigued by union-management negotiations and would like to attend. All but one meeting will be held in Berkeley. Tentative dates are May 3 and 4 in Berkeley, the second week of May in Irvine, then two more sessions in Berkeley the last week of May and the first week in June.

APPLE BANK VISA CARDS

There's a new VISA credit card endorsed by the American Federation of Teachers which offers a low 13.8 percent annual interest, an annual fee of $15.00, skip payment privileges, and no finance charges if the balance is paid each month (some cards charge interest from the day of purchase). The card is issued by Apple Bank in New York.

FAMILY DAY

The American Federation of Teachers (AFT) executive council has approved a resolution endorsing the American Family Celebration rally in Washington, D.C. on May 14, 1988, and Working Women's Awareness Week, which begins May 8. Both events are sponsored by the Coalition of Labor Union Women (CLUW), and this year the focus will be on federal support for families, including family and medical leave; affordable, universally available child care and care for the elderly; and a good comprehensive health care system.

The resolution notes that the United States "is the only industrialized country without a comprehensive system of support for families" and that 60 percent of American women have no guaranteed maternity leave. All are encouraged to attend the May 14 rally in Washington and to observe Working Women's Awareness Week.

LAURELS TO OUR LAUREL

It was a big night last March 4 for John Martin (H.E.R.E. 28) who was named Unionist of the Year by the Central Labor Council of Alameda County.

The 19th annual Unionist of the Year Dinner was also a big night for Laurel Burley (our own Local 1795) who was given a Special Recognition award. A sell-out crowd of over 540 union members, family and friends attended the dinner and enthusiastically cheered these two hard-working unionists.

Susana Hinojosa, Ken Logan and Phil Hoehn were there to congratulate and honor Laurel who serves on our Executive Committee as Central Labor Council Representative. We are proud to have Laurel representing our local at two upcoming conferences as a delegate.

The California Labor Federation, AFL-CIO, will conduct a three-day Legislative Conference in Sacramento from May 23 to 25. Delegates will review our legislative program and meet with state legislators on priority measures. Laurel will also attend the COPE (Committee on Political Education) Convention of the California Labor Federation in San Francisco this April 21 as our delegate.

WE WANT YOU

The Berkeley Local 1795 is pleased to have Denise Mahone as a recruiter working with Ken Logan. She will be approaching non-members of the union and talking to them about the benefits of joining. We need to increase union membership. Larger membership means a stronger local fighting for your concerns. Denise's efforts will also, we hope, bring to light concerns and issues from a wider circle of librarians on campus, not just members of the union.

BIB I COURSELOAD CASE

A settlement has been reached in the Berkeley courseload case. Because of the "secrecy terms" which are part of the agree-

ment we can't publish the details but we are pleased that the librarians who were teaching Bibliography I as lecturers have received a monetary settlement.

The grievance began in the Fall of 1986 and involved a change in the unit value assigned to Bib I courses. The change affected the salary the lecturers received for teaching the course.

HOLIDAY CLOSURE LETTER AWAITS RESPONSE

We've been waiting since November of last year for an answer to the following letter.

We were effectively put on hold for the entire holiday shutdown period. The issue is still pertinent, however, and we will be working on a response from the University which addresses the intent of our contract.

Chestnuts will be roasting on an open fire and Holiday Shutdown 1988 will be here before you know it.

UNIVERSITY COUNCIL - AMERICAN FEDERATION OF TEACHERS
Representing Faculty, Librarians, and Academic Researchers of the University of California

Berkeley Local 1474
Berkeley Librarians Local 1795
Davis Local 2023
Irvine Local 2226
Los Angeles Local 1900
Riverside Local 1996
San Diego Local 2014
Santa Barbara Local 2141
Santa Cruz Local 2199

11625 Iowa Avenue #4
Los Angeles, CA 90049

November 9, 1987

Debra Harrington
Labor Relations Manager
2535 Channing Way
University of California
Berkeley, CA 94720

Dear Debra:

I have received a copy of a memo from University Librarian Joseph Rosenthal to "All Academic Librarians" regarding the Holiday Closure from December 28-30, 1987. I am writing this letter to clarify my understanding of the conversation we had about this matter at the Faculty Club in Berkeley on October 15, 1987. As you recall, we discussed various ways that librarians in the unit could meet their obligations to the University without having to take vacation or leave without pay.

Article VII, Vacation, Section B.4. allows for "alternative **arrangements**" to be requested during holiday closures. The University Librarian's letter refers to "alternate work **assignments**." This seems to contradict the intent of the contract language and negotiations, since librarians do not work a set number of hours, as interpreted in the University's Administrative Manual for the Unit 17 contract. The "alternate arrangement" should allow a librarian in the unit, having previously devoted sufficient "time and energies to service on behalf of the University" to compensate for the time the library is closed, to not use vacation or leave without pay during the holiday closure. The librarians in the unit at Berkeley should be apprised of this option, which is not made clear in the letter, in time to make the necessary arrangements.

I hope this reflects your understanding of our discussions and that a prompt response will be forthcoming.

Sincerely,

Miki Goral
Contract Administrator, Unit 17

cc: J. Franklin
G. Adest
S. Arvojosa
P. Hoehn

UNIVERSITY WILL REOPEN LAYOFF ARTICLE

The University has announced that it will reopen article VII of our contract, the layoff article. The layoff article protects our right to be rehired after a layoff. Up until very recently the issue of layoffs did not affect librarians since none had occurred. Now there is one case recently resolved at UCLA and another still pending here on the Berkeley campus, both involving non-general libraries.

There will be an Open Meeting on April 7 to discuss the reopeners. Miki Goral, chief negotiator for our side, wants to hear your views regarding layoffs. If you thought layoffs happened only to other people, think again. At Berkeley, the University blatantly ignored the provisions of the contract in its layoff action and now the University apparently wants to emasculate the layoff article in the contract Reopeners. Please let us know what you think. Contact Lily Castillo-Speed (negotiating team member) or any other member of the Executive Board.

GRIEVANCE COMMITTEE

Our Grievance Committee just finalized yet another grievance for a librarian on campus. This grievance involved a lot of time and many meetings with supervisors trying to work out a resolution to the satisfaction of the grievant. We especially want to note that there was a great deal of time donated outside of work time.

Our Local 1795 paid for a private lawyer's services on this case. It was a difficult and time-consuming case, but we're proud that the resolution was the best possible under the circumstances. We want to thank the members of the Grievance Committee: Bill Whitson, Ken Logan and Charlie Shain. If you have questions about any kind of work-re-

lated problem, please call them. They are ready to help you.

PARKING? IN BERKELEY?

Librarians are represented on the Chancellor's Campus Advisory Parking Committee by Catherine Cortelyou of the Institute of Transportation Studies. This committee, composed of faculty, staff and students, and chaired by UCB Police Chief Derry Bowles, is charged with drafting recommendations in two policy areas: student parking and parking revenues. (The issue which galvanized our interest in parking--librarian eligibility for central campus permits--was decided by the Administration before this committee was convened.) This committee's charge is quite specific and represents only a small part of current planning for campus parking. Physical planning (number and location of spaces) is done in the Campus Planning Office. Fiscal planning (bonded indebtedness, revenue need forecasts) is done by the Chancellor's Management Analysis Group. Operations (ticket machines, valet service, enforcement) are managed by the campus police. Advisory groups include the Academic Senate Parking Committee and the Chancellor's Staff Advisory Committee for the Campus Transportation Plan.

The charge for the Chancellor's Campus Advisory Parking Committee includes the following issues: 1) System expansion; 2) Non-University parking on nights and week-ends; 3) Student housing parking; 4) Allocation of the true cost of the parking system. The issue of greatest concern to librarians is number 4 because this involves a determination of what is an equitable fee for parking. The Committee may consider fees based on ability to pay or by convenience (central locations would be more expensive than off-campus) and may consider job classification as an eligibility criterion. This last point is one which the union will be following closely since librarians' permits were revoked in February of 1986.

Although this may present a confusing and overlapping picture, it does provide a number of opportunities for our concerns to be heard. Please contact Catherine or Beth Sibley (our Local 1795 liaison with Catherine) if you have questions about planning for parking or would like to suggest issues to be addressed by the planners. Catherine's number is 2-3604; Beth's number is 2-5071 in the morning and 2-2511 in the afternoon.

GOOD NEWS FOR DISABLED PARKERS

We have been informed by Joyce Harlan of Labor Relations at the Campus Personnel Office that as of February 1, 1988 disabled faculty, staff, and students may park at no fee. A Campus Disabled Person permit or any type of State Disabled Person placard or license plate must be displayed.

Parking is permitted on any marked space with the exception of red zones,

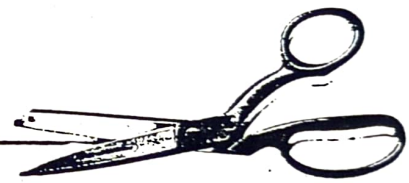
visitor, reserved and other "no parking" areas.

UCLA LIBRARIAN REHIRED

The UCLA librarian layoff has been resolved on a positive note through union efforts. This was a case where a librarian's position disappeared when external funds dried up. The librarian was laid off and the union attempted to have the person rehired as a librarian on the same campus unit. The union local #1990 was successful in securing a full-time permanent position beginning April 1, 1988.

This layoff was similar to the Berkeley layoff where a non-general librarian was laid off when funds for the position were cut off. The Berkeley case continues unresolved. The librarian has been unemployed over a year. Meetings of all parties involved mediated by former Dean Michael Buckland as hearing officer have begun. We are monitoring these developments very closely since the outcome in both the UCLA and Berkeley layoff cases could affect job security for all of us and since the University has chosen to reopen the layoff article in the upcoming contract negotiations.

MEMBERSHIP INFORMATION



( ) I want to join the union ( ) Please send me more information

Name _____

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_____ Phone _____

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Or phone: 655-7396